

PLAN FOR NOTIFYING EMPLOYEES
NOT TO REPORT TO WORK

The Hanford Administrative Committee, in accordance with Article XIII, Section 4., has determined that the following plan will be implemented by the EMPLOYER for the purpose of notifying employees covered by the Hanford Site Stabilization Agreement not to report to work.

The EMPLOYER will cause an announcement to be made over local radio stations broadcasting within the Tri-Cities and Yakima areas at least two hours prior to the employees' regular starting time advising that construction operations are closed and that the EMPLOYERS' employees should not report to work.

A general announcement will be considered to apply to all employees of the EMPLOYER, and to all activities of the EMPLOYER, except for those employees and/or activities which are specifically identified as not be affected by the announcement.

Further, employees will recognize and adhere to a similar announcement issued by the OWNER, the U.S. Department of Energy, and will assume that such general announcements addressing the Hanford site and/or Hanford employees will include employees of the EMPLOYERS.

The announcement will apply only to the shift immediately following the time of the announcement unless the announcement gives instructions to the contrary.

Every effort will be made by the EMPLOYER (or OWNER) to get the announcement on the following radio stations:

TRI-CITIES

KALE - FM 95
KZZK - FM 102.7
KONA - FM 105.3
KHWK - FM 106.5

KONA - AM 169
KORD - AM 870
KIOK - AM 960
KOTY - AM 1340

YAKIMA

KUTI - AM 980
KIT - AM 1280

Travel Pay
Effective: 09/01/08

APPENDIX “A”

HANFORD DAILY TRAVEL PAY

Daily Travel Pay for Construction Crafts will be paid as follows:

| <u>Area</u> | <u>Daily Pay</u> |
|-------------|------------------|
| 300 | \$18.50 |
| 400 | \$18.50 |
| 200 East | \$22.00 |
| 200 West | \$22.75 |
| 100 (All) | \$23.50 |

BRICK AND ALLIED CRAFTS APPENDIX A

WAGE RATES

| | <u>09/03/07</u> | <u>09/01/08</u> |
|-----------------------|-----------------|-----------------|
| Journeyman Bricklayer | \$25.86 | \$26.56 |

Foreman shall receive a minimum of \$1.00 over the hourly rate.

FRINGE PAYMENTS

| | <u>06/01/07</u> | <u>09/03/07</u> | <u>09/01/08</u> |
|-----------------------------|-----------------|-----------------|-----------------|
| Masonry Welfare Trust | \$5.55 | | \$5.90 |
| International Pension Trust | \$1.00 | | |
| Northwest Pension Plan | \$3.28 | \$3.78 | |
| Apprenticeship & Training | \$0.28 | | |

APPRENTICE RATES

| <u>Period</u> | <u>Percentage of Journeyman Wage Rates</u> |
|---------------------------|--|
| 1 st 700 hours | 40% |
| 2 nd 700 hours | 55% |
| 3 rd 700 hours | 60% |
| 4 th 700 hours | 70% |
| 5 th 700 hours | 80% |
| 6 th 700 hours | 90% |

CARPENTERS/MILLWRIGHTS APPENDIX A

WAGE RATES

CARPENTERS

| JOURNEYMAN CLASSIFICATION | <u>09/03/07</u> | <u>09/01/08</u> |
|---------------------------|-----------------|-----------------|
| Carpenter | \$25.68 | \$26.73 |

MILLWRIGHTS AND MACHINE ERECTORS

| JOURNEYMAN CLASSIFICATIONS | <u>09/03/07</u> | <u>09/01/08</u> |
|-------------------------------|-----------------|-----------------|
| Millwrights & Machine Erector | \$27.18 | \$28.73 |

PILEDRIVERS

| JOURNEYMAN CLASSIFICATIONS | <u>09/03/07</u> | <u>09/01/08</u> |
|----------------------------|-----------------|-----------------|
| Piledriver | \$25.95 | \$27.00 |

DIVERS

| | <u>09/01/08</u> |
|--------------|-----------------|
| Diver | \$30.75 |
| Diver Diving | \$61.50 |
| Tender | \$29.75 |

FOREMAN - Shall receive \$1.75 per hour above the highest paid Journeyman wage classification working under him.

GENERAL FOREMAN - Will be paid \$1.00 per hour over the Foreman rate, if one is used at the option of the employer.

FRINGE PAYMENTS

| | <u>09/03/07</u> | <u>09/01/08</u> |
|-----------------------------|-----------------|-----------------|
| Health and Security | \$4.80 | |
| Pension* | \$4.00 | \$4.25 |
| Apprenticeship and Training | \$0.50 | |

06/01/07

Optional 401K Deduction in \$0.50 increments, up to **\$7.00** at option of Employee,
(Deduct from Wages), applies to all Apprentices also.

APPRENTICE RATES**CARPENTERS & PILEDRIERS**

| | | | |
|-------------------------|----------------|------------------------|-----------------|
| *1 st Period | 3 months - 60% | 5 th Period | 6 months - 80% |
| *2 nd Period | 3 months - 65% | 6 th Period | 6 months - 85% |
| *3 rd Period | 6 months - 70% | 7 th Period | 6 months - 90% |
| 4 th Period | 6 months - 75% | 8 th Period | 12 months - 95% |

MILLWRIGHTS & MACHINE ERECTORS

| <u>Period</u> | <u>Percentage of Journeyman Wage Rates</u> |
|-----------------------|--|
| *1 st year | 70% of Journeyman wage |
| 2 nd year | 75% of Journeyman wage |
| 3 rd year | 80% of Journeyman wage |
| 4 th year | 85% of Journeyman wage |

**No pension contributions to be paid for these Apprentices*

CEMENT MASONS APPENDIX A

WAGE RATES

| | <u>09/03/08</u> | <u>09/01/08</u> |
|-----------|-----------------|-----------------|
| GROUP I | \$24.68 | \$25.18 |
| GROUP II | \$25.30 | \$25.80 |
| GROUP III | \$25.81 | \$26.31 |

FOREMAN - \$1.00 per hour above highest paid **worker** on his crew

GENERAL FOREMAN - To be paid **\$1.50** per hour above the highest paid **worker on his crew**

FRINGE PAYMENTS

| | <u>09/03/07</u> | <u>06/01/08</u> | <u>09/01/08</u> |
|-------------------------|-----------------|-----------------|-----------------|
| Health and Security | \$4.95 | \$5.00 | |
| Pension | \$2.75 | | \$3.25 |
| Training | \$0.28 | | \$0.38 |
| Credit Union | (\$1.40) | | |
| (Deduct from net wages) | | | |

APPRENTICE RATES

| <u>Hours</u> | <u>& Percentage</u> <u>All Groups</u> |
|--------------|--|
| 1000 | 60% |
| 1000 | 70% |
| 1000 | 80% |
| 1000 | 90% |

CLASSIFICATIONS

GROUP I

- Rodding, tamping, floating, troweling, patching, stoning, rubbing, sack rubbing
- All exposed aggregate finishing
- Setting of screeds, screed forms, curb & gutter & sidewalk forms
- Preparation of all concrete for caulking of the joints and the caulking of expansion joints
- Preparation of concrete for the application of hardners, sealers and curing compounds and their application
- Grouting and dry packing of machine base
- Removal of snap ties and she bolts prior to patching of concrete

GROUP II

- Power Troweling Machine Operator
- Troweling of magnesite, torganal, or material with epoxy bases of oxichloride base
- All Power Grinders, Bushing Hammer, Chipping Gun
- All sandblasting for architectural finishes and exposing of aggregate for finish
- Concrete Sawing and Cutting for expansion joints and scoring for decorative patterns
- Operating of Clary-type Floats, Longitudinal Floats, Rodding Machines and Belting Machines
- Scarifiers
- Working on scaffolds

GROUP III

- Grinding, bushing or chipping of toxic materials or high density concrete
- Operating of power tools on a scaffold

ELECTRICIANS APPENDIX A

WAGE RATES

| | | <u>09/03/07</u> | <u>09/01/08</u> |
|---|-----------------------|-----------------|-----------------|
| Journeyman Wireman | | \$31.95 | \$32.80 |
| Journeyman Wireman Cable Splicer | 5% above Journeyman** | \$33.56 | \$34.44 |
| Journeyman Wireman Welder | 10% above Journeyman* | \$35.15 | \$36.08 |
| Foreman | 10% above Journeyman | \$35.15 | \$36.08 |
| Foreman (<i>Supervising 6 or more Journeymen</i>) | 15% above Journeyman | \$36.74 | \$37.72 |
| General Foreman | 25% above Journeyman | \$39.94 | \$41.00 |

Vacation allowance deduct 10% at option of Employee

* Journeyman Wireman when Welding - Certified welding will be paid for at 10% above Journeyman Wireman rate for a certified Journeyman Wireman when welding for a minimum of 2 hours.

** Journeyman Wireman Cable Splicer - Cable splicing and stress cones by whatever method on voltage over 2300 volts will be paid for at the rate of 5% above Journeyman Wireman rate for a minimum of 2 hours.

FRINGE PAYMENTS

| | <u>12/04/06</u> | <u>09/03/07</u> | <u>09/01/08</u> |
|--|-----------------|-----------------|-----------------|
| Health and Welfare | \$6.68 | | |
| Pension - National (NEBF 3%) | \$0.91 | \$0.96 | \$0.98 |
| Pension Plans | ***\$6.35 | | \$6.50 |
| Apprentice Training | \$0.30 | | |
| Vacation (<i>Deduct at Option of Employee, effective 09/01/99</i>) | 10% | | |

***There will be no contributions made for first year apprentices.

APPRENTICE RATES

| Apprentices Indentured <u>After April 12, 2005</u> | | Apprentices Indentured <u>Prior to April 12, 2005</u> | |
|---|------------------------------|--|------------------------------|
| *** 0 - 1000 hours | 1 st period - 45% | *** 0 - 1000 hours | 1 st period - 45% |
| *** 1000 - 2000 hours | 2 nd period - 50% | *** 1000 - 2000 hours | 2 nd period - 50% |
| 2000 - 3500 hours | 3 rd period - 55% | 2000 - 3500 hours | 3 rd period - 55% |
| 3500 - 5000 hours | 4 th period - 65% | 3500 - 5000 hours | 4 th period - 70% |
| 5000 - 6500 hours | 5 th period - 75% | 5000 - 6500 hours | 5 th period - 80% |
| 6500 - 8000 hours | 6 th period - 85% | 6500 - 8000 hours | 6 th period - 90% |

***The only benefit plans in which first year apprentices and unindentured shall participate are local health & welfare plans (no SBA Contributions) and the National Electrical Benefit Fund.

INSULATORS & ALLIED WORKERS APPENDIX A

WAGE RATES

| | <u>09/03/07</u> | <u>01/01/08</u> | <u>09/01/08</u> |
|-----------------|--|-----------------|-----------------|
| Journeyman* | \$28.24 | \$27.84 | \$29.14 |
| Foreman | 10% above the Journeyman's base rate of pay | | |
| General Foreman | Negotiated to be more than ten percent (10%+) above journeyman base rate | | |

FRINGE PAYMENTS

| | <u>10/01/07</u> | <u>01/01/08</u> | <u>09/01/08</u> |
|-----------------------------------|--|-----------------|-----------------|
| Health and Welfare | \$6.82 | | |
| Occupational Health | \$0.12 | | |
| Pension | \$4.76 | \$5.16 | \$5.36 |
| Apprenticeship | \$0.48 | | \$0.88 |
| Safety Training | \$0.02 | | |
| Int'l Labor Management Coop Trust | \$0.05 | | |
| Credit Union (Vacation deduct) | \$2.25 or \$3.50 (<i>option of employee</i>) | | |

There are five (5) different classifications for the pension contribution. They are as follows:

| | (Apr.) | Class II (Regular) | Class III | Class IV | Class V |
|-------------------------------|---------------|-----------------------|---------------|---------------|---------------|
| IAP (Individual Account) Rate | \$1.80 | \$1.80 | \$2.80 | \$3.80 | \$4.80 |
| Defined Benefit | \$3.56 | \$3.56 | \$3.56 | \$3.56 | \$3.56 |

* Journeyman may elect to have additional amounts added to their pension as a wage deduction, Class III (\$1.00); Class IV (\$2.00); Class V (\$3.00hr) before taxes.
Overtime should be computed on the un-reduced rate.

APPRENTICE RATES

| <u>Period</u> | <u>Percentage of Journeyman Wage Rates</u> |
|----------------------|--|
| 1 st year | 60% of Journeyman wage |
| 2 nd year | 70% of Journeyman wage |
| 3 rd year | 80% of Journeyman wage |
| 4 th year | 90% of Journeyman wage |

LABORERS APPENDIX A

WAGE RATES

| | | | <u>09/03/07</u> | <u>09/01/08</u> | |
|-------------------|---|----------------------------|---|-----------------|-----------------|
| | GROUP I | | \$21.81 | \$22.66 | |
| | GROUP II | | \$22.08 | \$22.93 | |
| | GROUP III | | \$22.35 | \$23.20 | |
| | GROUP IV | | \$22.63 | \$23.48 | |
| | GROUP V | | \$23.19 | \$24.04 | |
| <u>GROUP VI:</u> | Sand Hogs (Under Compressed Air Conditions) | | | | |
| | <u>LBS.</u> | <u>HRS.</u> <u>WORK</u> | <u>OT</u> <u>DIV</u> | <u>09/03/07</u> | <u>09/01/08</u> |
| | 1-14 | 6 | 7-1/2 | \$188.40 | \$195.20 |
| | 14-28 | 6 | 7-1/2 | \$193.33 | \$200.13 |
| | 18-25 | 4 | 7-1/2 | \$193.61 | \$200.41 |
| | 18-22 | 6 | 10 | \$215.47 | \$222.27 |
| | 22-26 | 4 | 7-1/2 | \$197.93 | \$204.73 |
| | 26-32 | 4 | 7-1/2 | \$200.55 | \$207.35 |
| | 32-38 | 3 | 7-1/2 | \$203.51 | \$210.31 |
| | 38-44 | 2 | 7-1/2 | \$204.92 | \$211.72 |
| | Outside Lock and Gauge Tender | | | \$179.89 | \$186.69 |
| <u>GROUP VII:</u> | Hod Carriers | | \$23.40 | \$24.10 | |
| <u>GROUP X:</u> | Grade Checker | | \$24.34 | \$25.19 | |
| FOREMAN | | | \$1.00 above highest group supervised | | |
| GENERAL FOREMAN | | | \$2.00 (\$1.00 above the highest Foreman) | | |

FRINGE PAYMENTS

| | <u>06/01/08</u> | <u>09/01/08</u> |
|--------------------------------------|-----------------|-----------------|
| Health and Security | \$5.00 | |
| Pension | \$2.10 | \$2.30 |
| Training | \$0.35 | \$0.40 |
| LECET (Training Fund) | \$0.05 | |
| Credit Union (deduct from net wages) | (\$1.00) | |

NEW ENTRANT TRAINING PROGRAM (Percent Computed on GROUP I RATES)

| | | | |
|---------|-----|--------------------|-----|
| Trainee | I | 0 to 1000 hours | 60% |
| Trainee | II | 1001 to 2000 hours | 70% |
| Trainee | III | 2001 to 3000 hours | 80% |
| Trainee | IV | 3001 to 4000 hours | 90% |

CLASSIFICATIONS:

GROUP I

Brush Hog Feeder
Carpenter Tender
Cement Handler
¹Concrete Crewman
Concrete Signal Man
Crusher Feeder
²Demolition
Dumpman
³Fence Erector
Flagman
Form Cleaning Machine Feeder, Stacker
General Laborer
Group Machine Header Tender

⁵Miner, Class "A"
Nipper
Riprap Man
Sandblast Tail hose man
Scaffold Erector, wood or steel
Scaleman
Stake Jumper
⁴Structural Mover
Tail hose man (water nozzle)
Timber Bucker & Faller (by Hand)
Track Laborer (RR)
Well-Point Man
Window Cleaner

- ¹TO INCLUDE: Stripping of forms, hand operating jacks on slip form construction, application of concrete curing compounds, pumpcrete machine. Signaling, handling the nozzle of squeezecrete or similar machine - 6 inches or smaller.
- ²TO INCLUDE: Clean-up, burning, loading, wrecking and salvage of all material.
- ³TO INCLUDE: Guard rails, guide and reference posts, signposts, and right-of-way markers.
- ⁴TO INCLUDE: Separating foundation, preparation, cribbing, shoring, jacking and unloading of structures
- ⁵TO INCLUDE: Bull Gang, Concrete Crewman, Dumpman and Pumpcrete Crewman, including distributing pipe, assembly & dismantle, and Nipper.

GROUP II

Asphalt Raker
Asphalt Roller, walking
Cement Finisher Tender
Concrete Saw, walking
Demolition Torch
Dope Pot Fireman, non-mechanical
Driller Helper (when required move & position machine)
Form Setter, paving
Grade Checker using Level Optional
Jackhammer Operator
³Miner, Class "B"
¹Nozzleman
Nozzleman, water, air, or steam
Pavement Breaker, under 90 lbs.
Pipelayer, corrugated metal culvert

Pipelayer, multi-section
Pot Tender
Powderman Helper
Power Buggy Operator
Power Tool Operator, gas, electrical, pneumatic
Railroad Equipment, power driven, except dual mobile power spiker or puller
Railroad Power Spiker or Puller, dual mobile
Rodder & Spreader
²Tamper
Trencher, Shawnee
Tugger Operator
Wagon Drills
Wheelbarrow, power driven
Water Pipe Liner

- ¹TO INCLUDE: Squeeze and Flow-crete nozzle.
- ²TO INCLUDE: Operation of Barco, Essex and similar tampers.
- ³TO INCLUDE: Brakeman, Finisher, Vibrator, and Form Setter.

LABORERS

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Effective Date: 09/01/2008

GROUP III

Air Track Drill

Bit Grinder

¹Brush Machine

Caisson Worker, free air

Chain Saw Operator & Faller

²Concrete Stack

³Guniting

High Scaler

Hod Carrier

⁴Laser Beam Operator

⁷Miner, Class "C"

Monitor Operator, air track or Similar mounting

Mortar Mixer

⁵Nozzleman

Pavement Breaker, 90 lbs. & Over

⁶Pipelayer

Pipewrapper

Vibrators, ALL

¹TO INCLUDE: Horizontal construction joint clean-up brush machine, power propelled.

²TO INCLUDE: Laborers when working on free standing concrete stacks for smoke or fume control above 40 feet high.

³TO INCLUDE: Operation of machine and nozzle.

⁴TO INCLUDE: Grade Checkers and elevation control.

⁵TO INCLUDE: Jet blasting nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle.

⁶TO INCLUDE: Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper.

⁷TO INCLUDE: Miner, Nozzleman for concrete, and Laser Beam Operator on tunnels

GROUP IV

Drills with dual masts

¹

Miner, Class "D"

Welder, electric, manual or automatic

¹TO INCLUDE: Raise and Shaft Miner, Laser Beam Operator on raises and shafts.

GROUP V

Powderman

GROUP VI

Sand Hogs

GROUP VII

Hod Carriers

GROUP X

Grade Checker

OPERATING ENGINEERS APPENDIX A

CLASSIFICATIONS

WAGE RATES

| | <u>09/03/07</u> | <u>09/01/08</u> |
|-----------------|-----------------|-----------------|
| Group I | \$23.24 | \$23.76 |
| Group II | \$23.56 | \$24.08 |
| Group III | \$24.17 | \$24.69 |
| Group IV | \$24.49 | \$25.01 |
| Group V | \$24.77 | \$25.29 |
| Group VI | \$25.04 | \$25.56 |
| Group VII | \$26.14 | \$26.66 |
| Group VIII | \$27.48 | \$28.00 |

FOREMAN Shall be paid \$1.00 per hour over the scale of the highest scale supervised.

GENERAL
FOREMAN Shall be paid \$1.00 per hour over the Foreman's scale.

FRINGE PAYMENTS

| | <u>09/03/07</u> | <u>06/01/08</u> | <u>09/01/08</u> |
|---------------------------|-----------------|-----------------|-----------------|
| Health and Welfare | \$5.30 | \$5.55 | |
| Pension | \$3.25 | | \$3.75 |
| Apprenticeship & Training | \$0.47 | | \$0.50 |

APPRENTICE RATES

(Computed on GROUP V Rates)

09/03/07

BASE RATE: (Group V)

| | |
|-----|-------------------|
| 65% | 0 - 1000 hours |
| 70% | 1001 - 2000 hours |
| 75% | 2001 - 3000 hours |
| 80% | 3001 - 4000 hours |
| 85% | 4001 - 5000 hours |
| 90% | 5001 - 8000 hours |

GROUP I

Bit Grinders
 Bolt Threading Machine
 Compressors (under 2000 CFM, gas, diesel, or electric power)
 Crusher Feeder (mechanical)
 Deck Hand
 Drillers Helper
 Fireman & Heater Tender
 Helper, Mechanic or Welder, H.D.
 Hydro-seeder, Mulcher, Nozzleman
 Oiler
 Oiler & Cable Tender, Mucking Machine
 Pumpman
 Steam Cleaner
 Welding Machine
 Rollers, all types on subgrade (farm type, Case, John Deere & similar, or Compacting Vibrator), except when pulled by
 Dozer with operable blade

GROUP II

A-Frame Truck (single drum)
 Assistant Refrigeration Plant (under 1000 ton)
 Assistant Plant Operator, Fireman or Pugmixer (asphalt)
 Bagley or Stationary Scraper
 Belt Finishing Machine
 Blower Operator (cement)
 Cement Hog
 Compressor (2000 CFM or over, 2 or more, gas, diesel, or electric power)
 Concrete Saw (multiple cut)
 Distributor Leverman
 Ditch Witch or similar
 Elevator Hoisting Materials
 Dope Pots (power agitated)
 Fork Lift or Lumber Stacker, Hydra-lift, and similar
 Gin Trucks (pipeline)
 Hoist, single drum
 Loaders (bucket elevators and conveyors)
 Longitudinal Float
 Mixer (portable - concrete)
 Pavement Breaker, Hydra-Hammer and similar
 Power Broom
 Railroad Ballast Regulation Operator (self-propelled)
 Railroad Power Tamper Operator (self-propelled)
 Railroad Tamper Jack Operator (self-propelled)
 Spray Curing Machine (concrete)
 Spreader Box (self-propelled)
 Straddle Buggy (Ross and Similar on construction job only)
 Tractor (Farm type R/T with attachments, except Backhoe)
 Tugger Operator

GROUP III

A-Frame Truck (2 or more drums)
 Assistant Refrigeration Plant & Chiller Operator (over 1000 ton)
 Backfillers (Cleveland and similar)

 Batch Plant & Wet Mix Operator, single unit (concrete)
 Belt-Crete Conveyors with power pack or similar
 Belt Loader (Kocal or similar)
 Bend Machine
 Bob Cat
 Boring Machine (earth)
 Boring Machine (rock under 8" bit) (Quarry Master, Joy, or similar)
 Bump Cutter (Wayne, Saginaw, or similar)
 Canal Lining Machine (concrete)

GROUP IV

Blade Operator (motor patrol and attachments)
 Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman and similar)
 Drilling Equipment (8" bit and over) (Robbins, reverse circulation and similar)
 Drills (churn, core, calyx, or diamond)
 Equipment Serviceman, Greaser, and Oiler
Grade Checker
 Hoe Ram
 Hoist (2 or more drums or Tower Hoist)
 Loaders (overhead and front-end, under 4 yds R/T)
 Paving (dual drum) Rubber Tire

 Railroad Track Liner Operator (self-propelled)
 Refrigeration Plant Engineers (under 1000 ton)

| | |
|---|--|
| <p><u>GROUP III (continued)</u></p> <p>Chipper (without crane) Cleaning and Doping Machine (pipeline)</p> <p>Curb Extruder (Asphalt and concrete) Deck Engineer Elevating Belt-type Loader (Euclid, Barber Green, and similar) Elevating Grader-type Loader (Dumor, Adams, or similar) Generator Plant Engineers (diesel, electric) Guniting Combination Mixer and Compressor Locomotive Engineer Mixermobile Posthole Auger or Punch Pump (grout or jet) Soil Stabilizer (P and H or similar) Spreader Machine Surface Heater and Planer Machine Tractor (to D-6 or equivalent) and Traxcavator Traverse Finish Machine Turnhead Operator</p> | <p><u>GROUP IV (continued)</u></p> <p>Screed Operator Signalman (Whirleys, Highline, Hammerheads or similar) Skidders (R/T with or without attachments) Trenching Machines (under 7 ft. depth capacity) Vacuum Drill (reverse circulation drill under 8" bit)</p> |
| <p><u>GROUP V</u></p> <p>Automatic Subgrader (Ditches & Trimmers) (Autograde, ABC, R. A. Hansen, and similar on grade wire Backhoe (under 1 yd)</p> <p>Batch Plant (over 4 units) Batch and Wet Mix Operator (multiple units, 2 and including 4) Boat Operator Cableway Controller (dispatcher) Concrete Pump Boom Truck (Less than 42M) Conveyor Aggregate Placement Equipment Crane (25 tons and under) Derricks and Stifflegs (under 65 tons) Drill Doctor Multiple Dozer Units with single blade Paving Machine (asphalt and concrete) Piledriving Engineers Rollerman (finishing pavement)</p> <p>Trenching Machines (7 ft. depth and over)</p> | <p><u>GROUP VI</u></p> <p>Asphalt Plant Operator Backhoes (1 yd. to 3 yds.) Blade (finish and bluetop) Automatic, CMI, ABC, & similar when used as automatic Boom Cats (side) Cableway Operators Clamshell Operator (under 3 yds.) Concrete Slip Form Paver Concrete Pump Boom Truck (42M to Less than 63M) Cranes (over 25 tons, including 45 tons) Crusher, Grizzle and Screening Plant Operator Draglines (under 3 yds.) Elevating Belt (Holland type) Gradeall (1 yd. to 3 yds.) H. D. Mechanic H. D. Welder Heavy Equipment Robotics Operator Loader Operator (front-end and overhead, 4 yds, including 8 yds.) Mucking Machine Quad-track or similar equipment Rubber-tired Scrapers Shovels (under 3 yds.) Tractors (D-6 and equivalent and over) Vactor Guzzler, Super Sucker Concrete Cleaning/Decontamination Machine Master Environmental Maintenance Technician Ultra High Pressure Waterjet Cutting Tool System (30,000 psi)</p> |

| | |
|--|--|
| <p><u>GROUP VII</u></p> <p>Backhoes (3 yds. and over) HD Welder/HD Mechanic Concrete Pump Boom Truck (63M or greater) Cranes (ALL Cranes over 45 tons, including 100 tons) Climbing, Rail and Tower Cranes up to and including 45 tons Clamshell Operator (3 yds. and over) Derricks and Stifflegs (65 tons and over) Draglines (3 yds and over) Lead Water Well Driller Loader (360 degrees revolving Koehring Scooper or similar) Loaders (overhead and front-end, over 8 yds) Helicopter Pilot Shovels (3 yards and over) Whirleys and Hammerheads, <u>ALL</u></p> | <p><u>GROUP VI (continued)</u></p> <p>Vacuum Blasting Machine Operator</p> <hr/> <p><u>GROUP VIII</u></p> <p>Cranes (All cranes over 100 tons)</p> <p>Climbing, Rail and Tower Cranes over 45 tons</p> |
|--|--|

ALL CRANE BOOMS, INCLUDING TOWER CRANES:

| | <u>09/04/06</u> | <u>09/03/07</u> |
|--|--|------------------------|
| Measure from center of rotation to center of shaft (radius): | | |
| 130' to 200' | \$.30 hr. Additional to classification | \$0.50 |
| Over 200' | \$.60 hr. Additional to classification | \$0.80 |

PAINTERS APPENDIX A

WAGE RATES

| | <u>11/27/06</u> | <u>09/03/07</u> |
|----------------------------------|-----------------|-----------------|
| Journeyman Painters, to include: | \$21.09 | \$20.84 |

Taper Finishers, Soft Floor Coverers, Glazers,
Spray Painters, Steel Painters, Steam Clean,
Acid Etching, Sign Writers

FOREMAN - Shall be paid an additional 10% over and above the average rate
of pay of those Journeymen working under his supervision.

FRINGE PAYMENTS

| | <u>09/03/07</u> | <u>09/01/08</u> |
|--------------------|-----------------|-----------------|
| Health and Welfare | \$4.55 | |
| Pension | \$2.56 | \$3.06 |
| Apprenticeship | \$0.27 | |

District Council No. 54 Administration Fee check-off shall be 3% of the current Painters' basic wage, which is deducted from the wages, computed on actual hours worked.

APPRENTICE RATES

PAINTING APPRENTICES

| Period | % of Journeyman's Wages |
|--------------------------|----------------------------|
| 1 st 6 months | 55% |
| 2 nd 6 months | 65% |
| 3 rd 6 months | 75% |
| 4 th 6 months | 80% |
| 5 th 6 months | 85% |
| 6 th 6 months | 95% |
| Thereafter | 100% |

TAPING APPRENTICES

| Period | % of Journeyman's Wages |
|--------------------------|----------------------------|
| 1 st 6 months | 50% |
| 2 nd 6 months | 55% |
| 3 rd 6 months | 65% |
| 4 th 6 months | 75% |
| 5 th 6 months | 85% |
| 6 th 6 months | 90% |
| Thereafter | 100% |

PIPEFITTERS APPENDIX A

WAGE RATES

| | <u>09/03/07</u> | <u>09/01/08</u> |
|------------------------|-----------------|-----------------|
| Basic Hourly Wage Rate | \$30.69 | \$32.14 |
| Vacation | \$5.00 | \$6.50 |

Vacation pay shall be included in the basic rate for all computation of overtime, shift differential, working dues, or any rate of pay for all employees covered by this agreement.

| | |
|-------------------|---|
| FOREMAN - | 10% above basic rate inclusive of vacation. On jobs with more than (8) pipefitters, 15% above basic rate inclusive of vacation |
| GENERAL FOREMAN - | 25% above basic rate inclusive of vacation. On jobs with more than (8) pipefitters, 25% above basic rate inclusive of vacation |

FRINGE PAYMENTS

| | <u>09/04/06</u> | <u>09/03/07</u> | <u>09/01/08</u> |
|----------------------|-----------------|-----------------|-----------------|
| Health & Welfare | \$7.85 | | |
| National Pension | \$3.50 | | |
| State Pension | \$2.50 | \$2.60 | |
| JATC* | \$0.96 | \$1.05 | \$1.15 |
| Supplemental Pension | \$3.15 | \$3.55 | \$4.00 |

**Includes \$.05 to International Training Fund, effective 06/21/99*

APPRENTICE RATES

09/01/99

Apprentices shall be paid a percentage of Journeyman rate and receive fringe benefits as follows:

| <u>Apprentice Time</u> | <u>Percentage</u> | <u>National Pension</u> | <u>Vacation & All other Fringes</u> |
|---------------------------|-------------------|-------------------------|---|
| 1 st 6 months | 45% | 45% | 100% |
| 2 nd 6 months | 50% | 50% | 100% |
| 3 rd 6 months | 55% | 55% | 100% |
| 4 th 6 months | 60% | 60% | 100% |
| 5 th 6 months | 65% | 65% | 100% |
| 6 th 6 months | 70% | 70% | 100% |
| 7 th 6 months | 75% | 75% | 100% |
| 8 th 6 months | 80% | 80% | 100% |
| 9 th 6 months | 85% | 85% | 100% |
| 10 th 6 months | 85% | 85% | 100% |

ROOFERS, WATERPROOFERS, AND ALLIED WORKERS APPENDIX A

WAGE RATES

| | <u>09/03/07</u> | <u>09/01/08</u> |
|--|-----------------|-----------------|
| Journeyman Roofer, Waterproofer, Kettleman | \$21.93 | \$22.56 |
| Foreman - 10% above Journeyman rate | | |

FRINGE PAYMENTS

| | <u>07/01/08</u> |
|---------------------|-----------------|
| Health and Security | \$5.40 |
| National Pension | \$3.05 |
| JATC | \$0.30 |

APPRENTICE RATES

| <u>Period</u> | <u>Percentage of Journeyman Wage Rates</u> |
|---------------------------|--|
| Pre-apprentice | 60% |
| 1 st 700 hours | 70% |
| 2 nd 700 hours | 75% |
| 3 rd 700 hours | 80% |
| 4 th 700 hours | 85% |
| 5 th 700 hours | 90% |
| 6 th 700 hours | 95% |

SHEET METAL APPENDIX A

WAGE RATES

| | <u>09/03/07</u> | <u>09/01/08</u> |
|-----------------|---------------------------|-----------------|
| Journeyman | \$28.21 | \$29.71 |
| FOREMAN | Journeyman Scale plus 10% | |
| GENERAL FOREMAN | Journeyman Scale plus 20% | |

FRINGE PAYMENTS

| <u>JOURNEYMAN</u> | <u>09/03/07</u> | <u>06/01/08</u> | <u>09/01/08</u> |
|--|-----------------|-----------------|-----------------|
| Health and Welfare | \$6.90 | \$7.15 | |
| Northwest Pension | \$4.67 | | \$4.82 |
| National Pension | \$1.52 | | |
| *Northwest Supplemental Plan ⁽¹⁾ | \$0.68 | | |
| Local Training Fund | \$0.56 | | \$0.66 |
| National Training Fund | \$0.17 | | |
| Vacation (Deduct) | \$1.00 | | |
| Apprentices at 2 nd year (Deduct) | \$0.50 | | |

⁽¹⁾Contributions for each hour worked:

| | |
|-----------------|--------|
| Foreman | \$0.73 |
| General Foreman | \$0.80 |

Employee deduction may be added in \$0.50 increments up to \$7.00 with written authorization, employees over the age of 50 may deduct the same up to the maximum of \$9.00.

APPRENTICE RATE

Effective 09/01/2008

| <u>Classification</u> | <u>Wage%</u> | <u>Nat'l Pen.</u> | <u>H&W</u> | <u>NW Pen.</u> | <u>NW Supp.</u> | <u>Ntl Tng</u> | <u>APPR</u> | <u>Vac.</u> | <u>Dues</u> |
|---|--------------|-------------------|----------------|----------------|-----------------|----------------|-------------|-------------|-------------|
| 1 st Year - 1 st Half | 40% | \$0.61 | \$6.59 | -0- | -0- | \$0.17 | \$1.16 | -0- | \$0.60 |
| 1 st Year - 2 nd Half | 45% | \$0.68 | \$6.59 | \$0.25 | \$0.25 | \$0.17 | \$1.16 | -0- | \$0.63 |
| 2 nd Year | 50% | \$0.76 | \$7.15 | \$1.13 | \$0.28 | \$0.17 | \$1.16 | \$0.50 | \$0.86 |
| 3 rd Year | 60% | \$0.91 | \$7.15 | \$2.02 | \$0.35 | \$0.17 | \$1.16 | \$0.50 | \$0.92 |
| 4 th Year | 70% | \$1.06 | \$7.15 | \$2.90 | \$0.47 | \$0.17 | \$1.16 | \$0.50 | \$0.99 |
| 5 th Year | 80% | \$1.22 | \$7.15 | \$3.96 | \$0.54 | \$0.17 | \$1.16 | \$0.50 | \$1.05 |

NOTE: No voluntary deductions to NW Supplemental Pension allowed until beginning of 6th 6-month period.

SPRINKLER FITTERS APPENDIX A

WAGE RATES

| | <u>09/03/07</u> | <u>09/01/08</u> |
|-----------------|--|-----------------|
| Journeyman | \$27.95 | \$28.80 |
| Foreman | \$2.40 per hour above the Journeyman's rate | |
| General Foreman | \$5.00 per hour above the Journeyman's rate (per 22+ men on job) | |

FRINGE PAYMENTS

| | <u>09/03/07</u> | <u>01/01/08</u> | <u>09/01/08</u> |
|----------------------|-----------------|-----------------|-----------------|
| National Pension | \$3.10 | | \$3.20 |
| Health and Welfare | \$7.00 | \$7.55 | |
| Local Training Fund | \$0.30 | | |
| Supplemental Pension | \$4.25 | | \$4.50 |

APPRENTICE RATES

Revised 09/01/2008

| <u>Apprentice</u> | | <u>National Pension</u> | <u>H&W</u> | <u>Supp Pension</u> |
|-------------------|-----|-----------------------------|----------------|-------------------------|
| Class 1 | 50% | \$0.00 | \$6.51 | \$0.25 |
| Class 2 | 50% | \$0.00 | \$6.51 | \$0.25 |
| Class 3 | 55% | \$3.20 | \$7.55 | \$0.25 |
| Class 4 | 60% | \$3.20 | \$7.55 | \$0.25 |
| Class 5 | 65% | \$3.20 | \$7.55 | \$4.25 |
| Class 6 | 70% | \$3.20 | \$7.55 | \$4.25 |
| Class 7 | 75% | \$3.20 | \$7.55 | \$4.25 |
| Class 8 | 80% | \$3.20 | \$7.55 | \$4.25 |
| Class 9 | 85% | \$3.20 | \$7.55 | \$4.25 |
| Class 10 | 90% | \$3.20 | \$7.55 | \$4.25 |

TEAMSTERS APPENDIX A

WAGE RATES & FRINGES

| <u>GROUP</u> | <u>09/03/07</u> | <u>09/01/08</u> |
|---|--|-----------------|
| I | \$20.08 | \$20.83 |
| II | \$22.35 | \$22.10 |
| III | \$22.39 | \$23.14 |
| IV | \$22.68 | \$23.43 |
| V | \$22.79 | \$23.54 |
| VI | \$22.96 | \$23.71 |
| VII | \$23.49 | \$24.24 |
| VIII | \$23.82 | \$24.57 |
| Foreman or Dispatcher - | \$1.00 over highest scale supervised | |
| General Foreman - | \$1.00 over highest foreman supervised | |
| Truck-tractor pulling 2 trailers | Add \$.10 yardage scale (for second trailer) | |
| Truck-tractor pulling 3 trailers | Add \$.20 yardage scale (for second trailer) | |
| Truck pulling Farm, Tilt, Drop, Utility and Pole Trailer, except semi-trucks or Lowboys | Add \$.15 over yardage scale | |

FRINGE PAYMENTS

| | <u>09/04/06</u> | <u>09/03/07</u> | <u>09/01/08</u> |
|--|-----------------|-----------------|-----------------|
| Health and Security | \$5.93 | | |
| Pension | \$4.03 | \$4.20 | \$4.37 |
| Training | \$0.25 | | |
| Program for Enhanced Early Retirement (P.E.E.R.) | \$0.66 | \$0.69 | \$0.72 |

APPRENTICESHIP RATES

| | |
|-------------------|---------------------|
| 0 - 1000 hours | 70% Journeyman Rate |
| 1001 - 2000 hours | 80% Journeyman Rate |
| 2001 - 3000 hours | 90% Journeyman Rate |

CLASSIFICATIONS:

GROUP I

Escort Driver or Pilot Car
Helper or Swamper
Pickup hauling employees or material

GROUP III

Bus Driver or employee haul
Flat Bed Truck, dual rear axle
Power Boat hauling employees or material

GROUP IV

Buggy Mobile and similar
Bulk Cement Tanks and Spreader
Power Operated Sweeper
Straddle Carrier (Ross, Hyster, and similar)
Water Tank Truck: 0 - 4,000 gallons

GROUP VI

A-Frame
Service Greaser
Tire person
Trucks, side, end, bottom, and articulated end dump: up to and including 12 yds.
Warehouseperson, to include shipping and receiving
Water Tank Truck, 4,001 - 8,000 gallons

GROUP VIII

Helicopter Pilot, hauling employees or materials
Lowboy, over 50 tons
Prime Movers and Stinger Truck
Transit Mixers and Trucks hauling concrete, over 20 yds.
Trucks, side, end, bottom, and articulated end dump, over 100 yds.

GROUP II

Ambulance Driver (when in operation)
Fish Truck
Flat Bed Truck, single rear axle
Fork Lift, 3,000 lbs. and under
Leverperson, loading trucks at bunkers
Seeder and Mulcher
Shop Mechanic
Stationary Fuel Operator
Team Driver
Tractor (small, rubber-tired, pulling trailer or similar equipment)
Trailer Mounted Hydro Seeder and Mulcher
Water Tank Truck, up to 1,800 gallons

GROUP V

Auto Crane: 2,000 lbs. capacity
Dumpton: 6 yds. and under
Flat Bed Truck with hydraulic system
Fork Lift: 3,001-16,000 lbs.
Fuel Truck Driver, Steam Cleaner, and Washer
Rubber-tired Tunnel Jumbo
Scissors Truck
Slurry Truck Driver
Transit Mixers and Mixers hauling concrete: 3 yds. to and including 6 yds.
Wrecker and Tow Truck

GROUP VII

Dumps, semi-end
Flaherty Spreader Box Driver
Flowboys
Fork Lift, 16,000 lbs. and over
Lowboy, 50 tons and under
Mechanic, Field
Oil Distributor Driver (road, bootperson, leverperson, helper) and Oil Tank Driver
Self-loading Roll Off and Dumpster over 6 yds.
Semi-truck and Trailer, 50 tons and under Lowboy
Stringer Truck (cable operated trailer)
*Tractor with Steer Trailer *(both Operators to receive same rate and not to conflict with DW's and similar classification Group VI pulling trailer)
Transfer Truck and Trailer
Transit Mixers and Trucks Hauling Concrete: over 6 yds. to and including 20 yds
Truck and Pup
Trucks, side, end, bottom, and articulated end dump: over 12 yds. to and incl. 100 yds.
Truck-mounted Crane (with load-bearing surface, either mounted or pulled) up to 14 tons
Turnarocker, DW's and similar, with 2 or more 4 wheel-power tractor with trailer, gallonage or yardage scale, whichever is greater
Vacuum Truck (super sucker, guzzler, etc.)
Water Tank Truck, 8,001 - 14,000 gallons